



CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1987
#71

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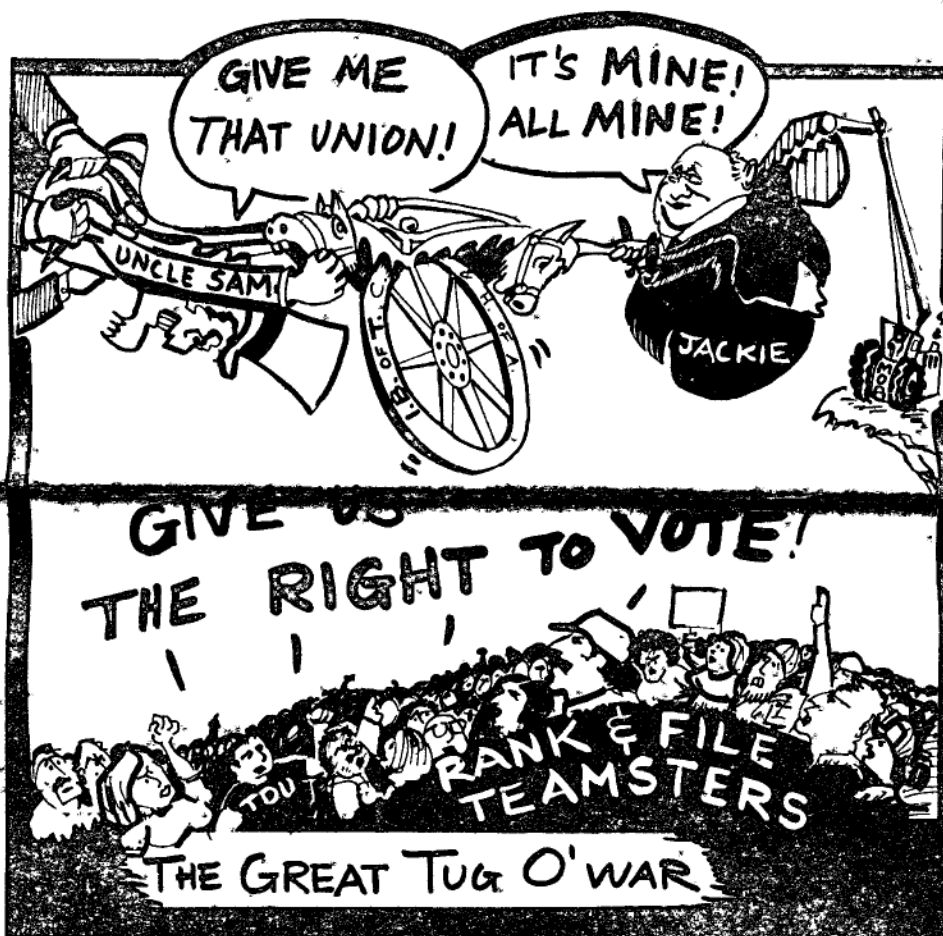
Who Will Control the Teamsters Union?

During the second week of June, the nation was bombarded with the news that the government was preparing to place our entire union in trusteeship. Television and newspapers jumped on the story. The *Chicago Sun Times* front page headline screamed "Uncle Sam Wants the Teamsters." Most stories carried the expected statement from IBT headquarters that it was all a plot against free trade unionism. Many also carried TDU's viewpoint.

Amid all the hoopla, one important fact was generally overlooked by the media, government officials and certainly top IBT spokespersons: that the rightful owners of our union are the 1.6 million Teamsters who drive trucks, work in warehouses, factories and offices...and who pay the dues. Also left out was the message that, above all, corruption hurts working Teamsters. We suffer when sweetheart deals are cut. We get substandard pensions when our funds are drained by ripoffs. We pay for management and union corruption with our jobs, working conditions and our democratic rights.

Trusteeship Would Not Work

Big questions are raised about the Justice Department's plans to put our union in trusteeship. It is unlikely that it would even be workable. Removing the eighteen top officers of the IBT would leave over 99% of full-time Teamster officials in place. It would also leave in place the current method of choosing top officers and changing



the constitution, the convention held once every five years. The power brokers who installed Presser, and have kept him there, would just pick whoever they wanted at the next convention, despite the trusteeship.

Under a trusteeship, who would negotiate our contracts? Would the same government negotiators who are working now to drive down postal workers' wages sit across from UPS management during the UPS negotiations? Far from being an answer to our union's problems, trusteeship would only create more while failing to oust corrupt officials.

Rather than interfering in our union's affairs, the Justice Department should aid Teamster-members in the fight to regain control of their union. The best way would be by giving us real democratic control—the right to vote for our top officers.

The June 10 announcement of the Justice Department's intention to sue for trusteeship came as no surprise to TDU. Alerted to the possibility in

vote, for all top officers. Details of this proposal and what you can do to help are listed on page 12.

An Opening for Democracy

After you cut through all the media hype, saber-rattling (by the government) and indignation (by Presser and Co.), a couple of facts become clear:

- This is our chance to push for the right to vote. If the government is willing to consider something as drastic and unworkable as trusteeship, they will be hard-pressed to argue against the TDU proposal for supervised elections.

- The rank and file need a louder

numbers and experience. We have often been the only voice of the rank and file. We have consistently exposed and organized against any outside "control" of our union—be it the Mafia or over-paid officials concerned only about their own welfare.

Our 1986 campaign for the right to vote resulted in nearly 100,000 Teamster signatures on a petition: When Presser and Co. refused to act, we took the battle to court. Cases are now proceeding against the Department of Labor for their failure to protect our rights and against Presser for the money he and others stole from Cleveland Local 507.

We are using every means possible to win control of our union, have made giant steps and now have another opening. But as the events of the last several weeks have shown, our voice needs to be bigger, louder and clearer than ever before. Now is the time to show the media, the American public, the government and Presser that we rank and file Teamsters will have the last word on who controls our union.

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From the Members

Watch Out for First UPS Offer

To brother and sister UPSers: an "innocent until proven guilty" clause in our contract would do a lot to reduce petty harassment by management. Also, let's make sure we don't get stuck with a dangerous drug testing procedure. One way to ensure a better contract will be to turn down any first offer and make our negotiators work as never before. TDU supports us, let's support TDU.

Vern Kays
Local 639
Alexandria, Virginia

Officers Need to Get Educated

Wouldn't it be nice—if only our elected officials would attend some of the many labor forums and mingle with leaders that are dedicated to the spirit of true democracy and workers rights?

John Carter
Local 550
West Islip, New York

Let's Stand Up For Our Rights

We need more members to stand up for their rights. Believe me, you will feel better for it, knowing in your heart that you are trying.

Earl Wymer
Local 175
Charleston, West Virginia

Hold Companies To the Contract

TDU needs to keep focusing on the right to vote for our union officials at



all levels. We also need to get to the point where we can make companies keep signed agreements.

Frank Andrews
Local 170
Holliston, Massachusetts

Win Respect We Once Had

If it's not too late—let's work to win back some of the strength and respect the Teamsters once had in the workplace.

Marion Rouillon
Local 100
Amelia, Ohio

We Need Right to Vote on Officers

The primary issue that TDU should focus on and the main thing I want to see is winning the right to vote for our International Union officials.

C.W. Page
Local 957
Dayton, Ohio

Put TDU in Your Will

Several Teamsters have requested information about putting TDU in their wills. We welcome this form of support for the future of our union, and will provide information upon request to anyone interested.

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Dan Campbell, #486
Joseph Day, #170
Linda Gregg, #435
Organizer:
Ken Paff, #407
Trustees:
John Braxton, #623
Mike Friedman, #407
Doug Mims, #728
Members:
Doug Allan, #208
Miltie Grant, #728
Diana Kilmury, #213
Tom Pizzuto, #863
Mike Savoir, #41
Pete Sercombe, #150
Gail Sullivan, #278
Alternates:
Archie Cook, #705
Sam Fenn, #63
Delmar Bequette, #600

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1986 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all-wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Is Your Job On the Line?

It could be, and not because you use drugs. Dozens of innocent Teamsters have already lost their jobs. Don't let it happen to you. Get the facts from this new brochure, *Teamster Drug Testing: Playing It Safe*, published by TDU.

Price: \$1 for 25 copies; \$2 for 50 copies; \$3 for 100 copies; \$2 for each additional 100 copies.

Send me _____ copies.

Enclosed is \$_____.

Name _____

Address _____

City _____ State _____ Zip _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210





Washington Watch

What You Need to Know

Drivers License Law Implemented

On July 1 most commercial drivers will be required to turn in all but one of their state licenses, as a result of the first regulations imposed under the Commercial Motor Vehicle Safety Act. This article attempts to answer some of the questions that may arise about single licensing and other aspects of the law. For a full set of the regulations, contact the TDU national office.

1. *Who is covered under the law?* The single drivers license applies to any driver of a vehicle over 26,000 pounds, any driver hauling hazardous waste materials, or driving a vehicle designed to carry at least fifteen passengers.

2. *When do I turn in my extra licenses?* Drivers must turn in additional licenses to the state of issuance as of July 1, subject to the exception discussed below.

3. *What is the exception?* If you drive through states that require non-residents to have a state license, you will be permitted to keep those extra licenses until December, 1989.

4. *What are the new requirements for reporting moving violations?* Drivers

must notify the employer of each moving violation within 30 days of the occurrence, including violations in personal vehicles. Drivers must also notify the home state of any moving violation in another state. Drivers must also notify the employer of any license suspension, revocation, cancellation or other disqualification.

5. *What's the penalty for not reporting these occurrences to the employer or state?* Drivers can be fined up to \$2,500 for each offense and, in some cases, criminal charges can be brought.

6. *Are there new disqualification rules?* Yes, and they're strict. A minimum of one-year suspension of your license will be applied to drivers who, while operating a commercial vehicle, are caught driving under the influence of alcohol or drugs, use the vehicle in committing a felony or leaves the scene of an accident. A second conviction can result in disqualification for life. Conviction for two serious traffic violations, such as excessive speeding or reckless driving, in a three-year period will subject the driver to a minimum 60-day disqualifi-

cation.

7. *Will the government establish a new blood alcohol level down from the current .10 in use in most states?* The DOT secretary must establish a blood alcohol standard by October 27, 1988, which would cover all commercial drivers. If no standard is set by that time, a blood alcohol level of .04 will automatically go into effect.

8. *Is this leading to one national drivers license?* Possibly. By April 1, 1992, all drivers must have a license issued in accordance with federal standards which are to be established by the DOT secretary by June 15, 1988. These standards will include written and driving tests for different vehicle classifications, passing criteria and with all information to be included on the license. Regulations on disqualification provisions must be issued by this date. Furthermore, a driver information center to establish a national telecommunications network for filing and exchanging licensing history and the driving records of all commercial drivers will be set up and be in effect by October 1, 1993.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street NW
Room 612
Washington, DC
20036
(202) 785-3707



Unity Puts Steward Back In Position

The owner-operators hauling cars for Howard Sober Inc. out of Port Newark, New Jersey have a reputation for toughness and solidarity. When Sober presented proposals which would cut the pay of some drivers up to \$10,000 per year, these Teamsters were furious. They asked for clarification to avoid changes put in effect while they were on road.

That day, their elected steward Mike Nastasi was told by BA A Vallee to resign from his position. Vallee's resignation as shop steward as well as the resignation of alternate steward Don Ferraro. Vallee agreed with the company and appointed replacements.

After meeting with the TDU organizer in New Jersey, the Sober members circulated a petition demanding the reinstatement of Nastasi and Ferraro. The petition was sent to Joel Jacobson, the court-appointed trustee of Local 560. Jacobson was replaced by the judge overseeing the trusteeship, and the new associate-trustee, Frank Jackiewicz met with Nastasi, heard his side of the story and promised to investigate further.

On May 29, Jackiewicz met with Vallee, Nastasi and the appointed shop steward. Jackiewicz told them that he determined that Nastasi and Ferraro had done no wrong and should be returned to their positions.

New York State TDUsers File Suit Over Pension Plan Stock Fraud Scandal

It finally happened: stock fraud scandals have traveled from the canyons of Wall Street to the halls of the Teamsters Union. Stock brokers from Stein, Roe and Shearson Lehman Brothers, two big names in the world of finance, are charged with manipulating stock accounts of the upstate New York Pension Health and Legal Benefit Funds to profit those who brought them the fund accounts.

TDU members Paul Countryman and Raymond Lee filed a class-action suit against the brokers and the trustees of the funds. The suit charged that the trustees, their families and friends were rewarded for steering the funds' investment business to Stein, Roe and Shearson Lehman.

The same allegations are the subject of a Securities and Exchange Commission (SEC) hearing underway currently

in Utica, New York, the home of the funds.

In the SEC case, stock brokers John Giura, Nicholas Gentile, and the brothers John and George Inserra are charged with setting up a special account for the Teamster funds. If the stocks went up they were transferred

to the trustees' accounts, if the stocks went down they were put into the Teamster fund accounts.

The complaint asks for triple damages for the losses suffered by the members' funds, for reimbursement of commissions paid to the stock brokers and for orders removing the trustees.



Legal Briefs

New Study Claims Twin Trailers Twice as Accident Prone.

The Insurance Institute for Highway Safety, a Washington-based research institute, has concluded that, "Compared to their numbers on the highways, double configuration trucks are two to three times more likely to be involved in crashes than are tractor-trailers."

The study is one of many concerned with doubles' safety. It is unique because it compares doubles and semis under the same road conditions. The institute criticized earlier studies which found doubles only slightly more unsafe because they had compared the two trucks on the basis of miles driven. Because doubles are generally limited to the more favorable conditions (like divided highways), these studies skewed the results in favor of doubles.

The study shows that doubles have twice the involvement of semis in single-vehicle accidents. Empty and partially loaded trailers are considerably more dangerous. Drivers with more than six hours of driving time had an

increased likelihood of crashes. These results provide added evidence that doubles have greater instability, and that their handling problems cause greater driver fatigue. The study provides strong support for tighter regulations on doubles' use, and should discourage Congress from attempting to create a federal network for triples and other longer combination vehicles which have much greater safety problems than doubles.

Florida Court Rules that Management Employees Are Liable.

In May, the Florida Supreme Court ruled that management employees who provide unsafe working conditions may be liable for amounts beyond workers' compensation awards if employees are injured on the job. The ruling arose out of two cases, one involving an employee of a Polk County trucking company who was injured when he fell asleep after being forced to drive excessive hours. The court found the employer grossly negligent and sent the case back to a lower court to determine damages. The case is significant because ordinarily a worker injured on the job cannot obtain relief beyond a workers' compensation award. The court recognized that the company was not liable but found the managers liable under a Florida law that employees may be liable for injuries suffered by co-workers if their acts were grossly negligent.

Presser's Local Gives Sweetheart Deal

Ohio Leaseway Drivers Fight Over Jobs

"Teamsters vs. Teamsters" was the headline on the article in the May 5 issue of the *Cleveland Plain Dealer*. About 40 members of Local 392 and Local 407 were on the picket line against Leaseway. Crossing the line in Leaseway's trucks were members of Local 507, which is headed by Jackie Presser. The forty Teamsters work for Leaseway Delivery, delivering for Sears in northeast Ohio. They agreed to take concessions below the NMFA in recent years, but the corporation demanded more and more. Finally, Leaseway found a good ally in Local 507 officials, who apparently signed a sweetheart deal in April.

The Teamsters involved were asked in early 1987 to consider further concessions including: a \$2 wage cut to \$11 an hour; loading and unloading time done for free; give up a week of vacation and sick days and a cut in mileage pay on long runs. They refused to reopen their contract for these concessions.

On May 2, another Leaseway-owned operation, Trans-Cleveland warehouses, stole their jobs. The replacement drivers were new-hires and new members of Local 507, operating under a cut-rate, sweetheart deal far below even Leaseway's concessions demands.

The Teamsters from 392 and 407 have united to fight back. They picketed Sears until enjoined by court order, and picketed Joint Council 41 (headed by Presser). They have retained legal counsel to continue the battle for their jobs. Grievances are pending.

Referring to the Teamster slogan "People Helping People," 23-year driver Bob Semuga told a reporter "I don't think this is one of the ideas that this saying is supposed to convey—where one member is cutting another

one's throat."

Jackie Presser has not reacted publicly, but the Teamsters involved report he sent a letter stating his embarrassment at the sweetheart deal cut by his BAs at 507.

Sears Linehaul Moves

The attempted theft of 40 union jobs by Leaseway comes at the same time that Sears linehaul operation, operated by Leaseway's Signal Delivery Service, has eliminated even more jobs throughout the Midwest. Consolidation of operations eliminated jobs in Chicago; Cleveland; Livonia, Michigan; Cincinnati and elsewhere. Work has been moved to Warsaw, Indiana and Columbus, Ohio, with a few jobs going to Lansing, St. Clair, Pennsylvania and Kentucky. Only half of the nearly 209 linehaul jobs eliminated were offered to drivers.



Leaseway Teamsters from Locals 407 and 392 have had to fight to stop their jobs from being stolen by drivers hired under a special sweetheart deal given the company by—you guessed it—Presser's Local 507. Above, one picketer was hit by a truck.

Cincy Roadway Drivers Challenge Discipline Over Outrageous Running Times

Cincinnati Roadway drivers are working to stop Roadway from giving trips ridiculously short running times. The company's policy of disciplining drivers who run over assigned times was recently challenged in a grievance filed by steward Mike Campanella.

Campanella was fired for refusing a trip that would have put him over hours and also caused him to miss a grievance hearing. With the help of Local 100, his case appeared before the committee and he was awarded his job back. At the same time, the committee made it clear that they were tired of hearing cases involving the running times. They threatened Roadway, "If you don't take care of your running times, we'll come to Cincinnati and take care of them for you."

With the help of TDU attorney Julie Fosbinder, Campanella has also filed charges with the NLRB over the company's harassment.

Drivers tell of runs with impossible running times, like Cincinnati to Nashville, a trip of over 300 miles, that is supposed to be run in less than six hours. Cincinnati to Hagerstown, a 415 mile trip, has a scheduled running time of nine and a half hours. When the Roadway terminal manager ran this trip he was 45 minutes over.

One of the most glaring examples of the company's arrogance is their scheduled running time of ten hours, thirty-six minutes to Chicago Heights and then Toledo.

Campanella and others have filed a number of grievances over the disciplining of drivers, all of which are now pending. He also has a message for top Roadway management: "Come to Cincinnati and talk to your terminal manager. He's trying to destroy the drivers' morale, and is doing the company no good."

Court Rules Against Right To Mailings

In May, the U.S. Court of Appeals added another decision to the growing list of rulings against unions and union members when it ruled against Teamster members' right to do contract mailings. This right was won at the District Court level last year as a result of the *Carothers v. Presser* case.

Union members already have the right during local union elections to do a campaign mailing at their own expense, to every member. TDU's opinion is that because contracts are every bit as important as local elections, pro and con views should be available to the rank and file. In the *Carothers v. Presser* case, the U.S. District Court agreed with this view.

Although the Court of Appeals decision ruled against a blanket right to do a mailing, it did leave the door open in the event Presser or other officials send out misleading or hard-sell contract materials to members. TDU attorneys are currently reviewing the court's decision, considering further appeals and preparing to take appropriate action if proper voting procedures are not followed in the upcoming UPS contract vote.

The Court of Appeals decision was written by Harry Edwards. His occupation before appointment to the bench? You guessed it: a management attorney in labor relations.

SPREAD the WORD Distribute Convoy Dispatch

Every month tens of thousands of working Teamsters depend on *Convoy Dispatch* for hard news on the union, special educational features, and updates on the progress of the rank and file movement.

But they don't get it at a newsstand or drugstore. They get it from a Teamster like yourself who is willing to help keep other Teamsters informed by distributing copies each month.

Help us help all Teamsters by signing up for a monthly bundle of *Convoy Dispatch*. For a small cost you can help spread the word. Use the order form at right today.



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(Names are kept confidential from employers and union officials.)

Unraveling the PIE Legal Mess

No Benefit from Chicago PIE Settlement

The lawsuit filed in Chicago by Robert McKersie against Maxitron and International Utilities (IU) has been settled and the terms made public. Details indicate that PIE Teamsters in the Employee Stock Investment Plan (ESIP) will benefit little, if at all, from the settlement. In addition, Teamster attorneys, PIE, Maxitron and IU have tried to use the Chicago settlement as a way to stonewall the *Russell v. IU* suit filed in Florida.

As a result of the settlement, Maxitron and RPN have agreed to repay PIE roughly \$7.8 million. This will be done gradually, with Maxitron redeeming not less than 500,000 and not more than 1,000,000 shares of stock on December 31 in 1987, 1988 and 1989. The balance will be paid on December 31, 1990.

An undisclosed number of stock shares redeemed in 1986 are also part of the agreement, with 50% of the proceeds from that sale paid to PIE. For the payments from 1987 to 1990, Maxitron will only have to pay PIE 40% of the proceeds.

Here is the catch, and it is a major one: *if the appraised value of the stock is less than \$3.00 per share, Maxitron is not obligated to redeem their stock and repay what they owe PIE.* The last appraised value of the stock was \$1.35 per share, indicating that it is very unlikely that Maxitron will have to repay the money.

Is justice served by the settlement? Not for PIE Teamsters, but the story is

different for the corporate scoundrels who masterminded the whole deal in the first place. As a result of the settlement, Maxitron directors Jansen, Granet and Krakower will receive aggregate monthly payments of \$83,000.

The attorneys and Teamster National Negotiating Committee received \$70,000 for their part in bringing about the settlement.

Upon announcement of the settlement, Dennis Russell and Jerry Abbott corresponded with the plaintiffs in the Florida suit outlining the details of the settlement and including a form for those involved to stay out of the Chicago settlement. IU, PIE, Maxitron and Teamster attorneys, taking advantage of the technicalities of the law, moved to stop them from communicating with their attorneys. Quick action on the part of the attorneys in the *Russell v. IU* suit severely limited the injunction.

The Teamsters Union alleged ERISA violations, securities fraud, and other wrongdoing and yet have settled on an agreement that does not adequately repay Teamsters in the ESIP. In fact, the union backed the implementation of the ESIP, and stated in a letter circulated to PIE employees that the ESIP was "on the up and up."

The union has settled on an agreement that basically shields IU and Maxitron from paying for their shady activities. It fails to refund any money to ESIP participants, and fails to give



Alfred Weirich
PIE

Local 85, Richmond, California

For several years now, I have been reading the TDU newspaper. Practically from the beginning I felt that here, perhaps, was that "better way" I was looking for. I've been meaning to join TDU for years, if for no other reason than the informational value of Convoy Dispatch. But somehow, probably like thousands of others, I just never got around to it. Well, for me the time has come!

I never could understand, even aside from all the crime he has committed and how bitterly galling it is for me to consider some of the hard-fought conditions that we, as Teamsters, used to have—how anyone could have any confidence in a man who, in his mid-60s, still goes by the name of "Jackie."

employees the right to purchase stock through their ESIP and gain control of the company, as originally promised by IU. Finally, it fails to take IU or Maxitron out of the picture at PIE. IU still holds a lien on PIE's valuable equipment, real estate and revenues, while Maxitron still controls the majority of PIE stock.

Carhaul DOT Drug Tests Stopped

On May 20, the international union and carhaul management finally admitted that TDU has been right all along when they agreed that current DOT regulations do not require mandatory drug tests. The national carhaul committee bulletin says, "an employer signatory to the ... Agreement may not make mandatory a drug screen until such time as same is required by law."

Ryder System management in some areas has demonstrated its contempt for the union and the national grievance committee by continuing to insist that drivers take drug tests along with DOT physicals. Drivers who refuse are being given 60-day extensions on their DOT certifications. TDU members and attorneys will keep the pressure on until this violation is also ended.

Adoption of regulations on drug testing are being considered by the DOT and Congress.

Freight Lines

Carrier Profit Drop Reflects Heavy Discounting.

Several carriers have announced profit losses (compared to 1986) in the first quarter even with increases in revenues. There is one explanation: price discounting. In stockholders reports to Transcon and Smith's Transfer employees, the problem of price discounting was made absolutely clear. Joe Hall, CEO of Transcon, said, "Discounting of rates has reached alarming proportions. Several of the very largest carriers are locked in a pricing battle that is threatening the long range profitability and viability of a large portion of the industry." Transcon's prices fell 2.4% in spite of a 5.5% rate increase granted in April, 1986.

J.F. Gilbert, CEO of Smith's Transfer, concurred by saying, "Price discounting is our largest single problem." Preston, ABF, PIE and even Overnite Express all saw drops in total profitability in the first quarter and all mentioned discounting as the problem.

Aurora Fast Freight Workers Continue Fight For Contract.

Milwaukee, Wisconsin Aurora Fast Freight workers are continuing their struggle to win a union contract and union conditions. The April *Convoy Dispatch* reported the efforts of Aurora workers Jim Stenson and Robin Richard to stop the diversion of Milwaukee work to Aurora, Illinois, where Local 423 had signed a substandard contract. Following a 1985 strike, Aurora owner Terry Hartmann told Milwaukee and Peoria workers that no work was available.

On June 9, a meeting was to take place between Jack Yaeger (IBT Freight Director), officials from the locals and Hartmann to resolve the issue. Reportedly, Hartmann never showed up at the meeting. In the meantime, he had sent a letter of recall to Milwaukee workers.

Now the workers are in the position of leaving other union jobs (mostly as 70%ers) to return to Aurora where they will make only \$9.75—all in the hope that the contract will be signed and their former positions at Aurora secured.

Charges filed by Stenson and Richard with the NLRB were accepted and a hearing is now scheduled for July 27. At that time, Hartmann will have to answer for the union-busting tactics he has used to cheat these workers out of their livelihood and decent wages.

Roadway Shakes Up Top Management.

Charles Zodrow, Chairman and CEO of Roadway Services announced he will be retiring on October 31 of this year, after a 5 year stint as top dog. Zodrow also serves as President of the company's largest subsidiary, Roadway Express. He will be replaced by Joseph Clapp, Roadway Services' Vice-Chairman. A number of other changes were made in what appears to be a major management shakeup.

Red Star Bought by Australian-Based TNT.

TNT Ltd., an Australian-based transportation conglomerate, added Red Star Express Lines to their fleet of American carriers on May 26. TNT owns 26 North American freight companies including TNT Pilot, TNT Holland, and TNT Bestway. The acquisition of Red Star gives TNT a large presence in New England and the Mid-Atlantic States, complementing their service with Holland in the Midwest, Pilot in the Southeast and Bestway in the West.

Red Star is one of the 50 largest freight companies in the country with a consistently large profit margin and low operating ratio. Red Star had \$120 million in revenue in 1986 and made \$8.6 million in profit.

Chicopee CF Backs Down on Doubles Pay Ripoff.

CF has been accustomed to getting their way at their Chicopee, Massachusetts breakbulk since it opened in 1982. Contract violations have been rampant and grievance victories few and far between for the members. In April, problems with correct pay for doubles were addressed by a grievance submitted by Local 404 member Ron Easton. Deadlocked at the New England level, the grievance went to the Eastern Conference committee. The committee ruled in favor of Easton, much to CF's amazement. Aggravated by this and probably in retaliation, CF management then tried another trick. They stated that a "bona fide error" had been detected and that they were going to reduce the rate for pulling doubles from 38c per mile to the 35c paid for five axles! To add insult to injury, they demanded that the difference be paid back to them for the period of April 1, 1985 to the present. They tried to justify this "unarmed robbery" through Article 6 of the national freight contract.

Needless to say, this little trick didn't work. On May 22, CF backed down and started paying the correct rate for doubles again. Perhaps it isn't too late for an old dog to learn some new tricks, like living by the terms of the contract.

What's the Real Story?

Fact & Fiction in "Focus On Freight"

Freight Teamsters are already expressing concern over the next National Master Freight Agreement, which expires March 1988. Although negotiations are six months away, Teamsters employed at major carriers are already being hit by a barrage of corporate propaganda. This campaign is sure to escalate as the contract nears, and means that rank and file preparations for the contract should begin earlier than ever. The freight committee of TDU has set the TDU Convention on October 10-11 as the site of a national contract meeting to determine strategy. To make that meeting as effective as possible, we are starting discussion of major issues now with this article and will be following up with a survey.

The Joint Committee on Industry Development (TMI employers and IBT National Negotiating Committee, appointed by Presser) is already making clear their intentions on the contract. It claims the corporations and union must cooperate to save jobs. And who can be against cooperation? No one. But are the largest carriers really cooperating? Is cooperation defined by creating non-union divisions as fast as they can, like CF which is now the second largest non-union LTL operator in the country?

We've seen cooperation. We cooperated and gave the employers the two-tier 70% wage, the second-class rate for Teamster casuals and more. Presser told us this would save jobs. But now there is no excuse for not seeing through this trick of cooperation. The job of our union officials should be to cooperate with the membership, not with the corporations.

Double Talk and No Facts

Reading *Focus on Freight* does not give freight Teamsters much accurate information. No facts and figures are given to back up their claims, for one simple reason: most TMI carriers are highly profitable. In fact, we get two



different pictures of the industry by comparing what they tell us in *Focus on Freight* with what the industry tells itself. For example, in the American Trucking Association's report *1986 Financial Analysis of the Trucking Industry*, they state that:

The 1986 performance of the largest general freight carriers vividly indicates the superior position and presence they have achieved in the industry. Tonnage has grown by 3.6%, almost double that of their peers in Class C-1. Mileage was up 7% which is more than double that of the C-1's 3% mileage growth... operating profits have increased 89% with expense increases held under 6%. 1986 as a whole will have the best result achieved to date in the 1980s and can provide the springboard for enhancing overall financial posture to weather any potential downturns and simultaneously maintain financial strength.

While TMI companies pat each other on the back, they are feeding Teamster members double talk in *Focus on Freight* that we must "cooperate" (read: give them more).

What Will They Want in 1988?

The ATA report also gives some insight into the companies' love for two-tier wages and low-rate casuals. Commending these concessions, the report states that:

The 1985-88 labor contract provided

a modest increase in basic wages...but significant offsets to this wage escalation were generated by the lower wage rates for new hires and casuals. Those carriers with real growth had more advantage from a greater proportion of new hires.

So a major goal of the carriers will be to keep these concessions and extend them. For example, they want a road casual rate, which TDU is fighting at this time.

Flexibility is also certain to be high on the carriers' bargaining agenda. In January, TDU revealed a Preston Trucking letter to the TMI Contract Review Committee (see *Convoy Dispatch* #67). It also disclosed much that you will never read in *Focus on Freight*. Donald Hargett, head of Preston labor relations introduced the letter with the remarks that:

...maximizing equipment, facilities and people-utilization, although always a goal, will be critical in the future.

The letter goes on to outline a wish-list of dangerous concessions, like one quarter hour compensation for drops-and-hooks, elimination of premium pay for road drivers working into or out of holidays, provision for 8 pm Sunday start-times, use of road drivers for drop-and-hook work at terminals (regardless of city personnel) and even the creation of combination classification bid to include dock, city and road. The list goes on and on. Whether

Hargett's dream contract comes true will be up to us.

What About Wages?

Initial proposals talk about "exploring" alternatives to traditional wage increases, and coming up with some type of performance-related package. So bonuses, profit sharing, more ESOPs and other schemes are under consideration.

Cutting through the double talk in *Focus on Freight* is important, but still only one of the jobs before us. Getting organized, targetting our own contract demands and building TDU membership in freight all must be taken on if we are going to be able to stop further concessions and win some positive contract changes. The international union and employers are busy cooperating with each other. While they cooperate we need to coordinate.

Stop Concessions
Save the Freight Contract
National Contract Meeting
October 11, 12
TDU Convention
Windsor, Ontario

Targetting the Key Demands for 1988

1. **No more concessions.** We have given more than enough to the TMI corporations. In return they financed non-union divisions.

2. **Bring all up to scale—no more second class Teamsters.** End the two-tier new hire rate, and the low casual scale. Provide that no ESOPs can be imposed without bargaining and a secret ballot vote.

3. **Stop double breasting, use of brokers, and organize the unorganized.** Since the last contract and all the talk about a stronger Article 32 to stop double breasting, we've seen CF add two more non-union divisions, Roadway buy another and Preston get into the non-union game, all at the expense of Teamster jobs. The union should demand that all non-union subsidiaries of the TMI carriers come under the contract, and back it up with the possibility of a targetted strike against carriers who refuse.

ATA's own figures show that use of brokers and leased transportation has increased dramatically. The only way to stop non-union competition completely is to organize. One idea would be to negotiate a voluntary check-off of \$1 per month or week (like DRIVE) to go into a special organizing fund.

4. **Restore COLA and benefits.** We need a cost of living clause now that inflation is climbing up again. And we need adequate increases in benefits and pensions.

5. **Modify or dump drug testing**

procedures. Either dump it altogether, as TDU has successfully done in the carhaul contract, or change it to protect the innocent by: 1) Providing an automatic second test if the first comes back positive, or rehabilitation after a positive test, as other union contracts provide; 2) Raise THC level to 100 nanograms, like the military, to cut down on false-positives; 3) Stop the random testing due to "probable suspicion." Change to "probable cause" with clear standards.

6. **Provide protection for work rules, dispatch procedures.** Big carriers are negotiating special deals by playing one local against another or stealing conditions through grievance committees. We need company-wide standards with minimum protections and no changes without a secret ballot vote of affected employees.

7. **Stop productivity harassment.** Specific language is needed to stop discipline over productivity, use of secret surveillance, etc.

8. **End the abuse of casuals.** End the second-class wage rate. Provide contract rights for casuals, and end the concession of 1985 which allows casuals to work for years without making seniority.

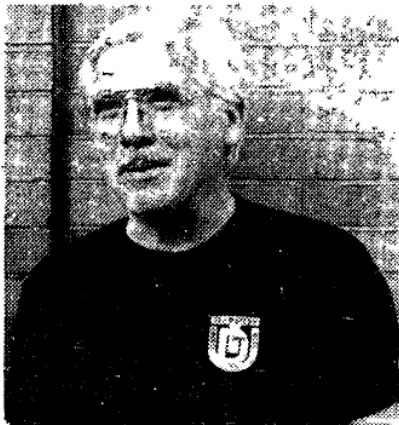
9. **Innocent till proven guilty.** Teamsters should be kept working until their case has been resolved through the grievance procedure. We also need the right to an impartial arbitrator on all suspensions and discharges.

TDU T-Shirts Available!

Summer is here and it's T-Shirt weather. We have new T-Shirts that display the TDU emblem on the left front of the shirt. They are stylish, durable and let you show your pride in TDU. Price is only \$6.00. Order yours today!

Red: Sm. Med. Lg. Xlg.
Black: Sm. Med. Lg. Xlg.
Lt. Blue: Sm. Med. Lg. Xlg.
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Some colors not available in all sizes; please indicate second choice.



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12th Annual Rank & File Convention!

Plans For 1987 TDU Convention Underway

Plans for the 1987 Rank and File convention got into full swing when the TDU Steering Committee kicked off a discussion of convention agenda, facilities and costs at its June meeting. This year's convention will take place on the weekend of October 9, 10 and 11 in Windsor, Ontario — located right across the river from Detroit, Michigan.

Getting to the convention should be no problem, whether you are driving or flying. Inexpensive flights are generally available into the Detroit Metro Airport. Planning ahead will ensure that you get the least expensive flight.

Convention costs are in line with last year. The registration price of \$79 covers meals, all materials and the Saturday evening banquet.

Why should you make plans to attend the 12th annual TDU Convention? Members who have attended in the past know there are many reasons why the convention is a great experience. But if you have never attended, here are some reasons to be on hand in 1987:

Unionism and Solidarity. The labor movement and our union are facing tough times. Sometimes it is hard to find the spirit of unionism and even harder to stay energized, encouraged

and active. The rank and file convention is a place where solidarity, union spirit and commitment come alive. Recharge your "batteries" by meeting other concerned Teamsters, hearing great speakers and setting TDU's direction for 1988.

Education and Information. There is no other place that rank and file Teamsters can turn for the extensive education and information provided at every TDU Convention. Top-notch labor attorneys and educators will be present to conduct workshops and meet with you during the convention weekend. Workshops currently under consideration by the TDU steering committee range from Labor History to Running for Office, DOT Regulations, Contract Organizing and others. A central part of every convention are the jurisdictional meetings and this year will be no exception. Plans are in the works for freight, carhaul, office workers, grocery, UPS and others.

Contract Organizing. Contract organizing meetings will take place for carhaul and freight Teamsters to set the stage for the 1988 national contract organizing. This is the only opportunity for freight and carhaul Teamsters to discuss issues, set goals and share information.

Winning the Right to Vote. Recent

Save the Date

October 10-11, 1987

Hilton International

Windsor, Ontario

(across the river from Detroit)



12th Annual Rank & File Convention!

events have shown that new opportunities are on the horizon for us to win the right to vote. This year's convention will play a big role in expanding our work and in showing the Justice Department, media and American public that we will not stop until we win a democratic union.

Setting TDU's Direction. The con-

vention is where our goals are set, our constitution is revised and our leadership is elected. Make sure your voice is heard.

These are just a few of the many reasons why you should consider attending this year's rank and file convention. For more information, use the coupon on this page to contact us.

TDU Presents Labor's View on Drug Testing to Congress

On June 11, TDU attorney and drug testing expert Barbara Harvey testified before the House Government Information, Justice and Agriculture Committee regarding the need to establish federal standards for drug testing labs and for the use of drug tests by employers for discharges.

Virtually all members of the Committee were present for Harvey's testimony, which dealt with the problems of unjust discharges in the trucking industry. Most of the Congresspersons were absent later when the Department of Defense and others testified. The IBT was invited to testify but did not show up.

IBT headquarters in Washington called Congressional staff to threaten them with non-cooperation and denunciation if they let TDU testify on the problems with drug testing and safeguards needed. This has happened before over testimony on safety legislation we drafted, for pension reform, against de-regulation and so on. The threats always fail. Even more important, imagine how thug tactics like this by our officials look to people on Capitol Hill:

Standards being considered for drug testing labs include confirmation testing of all samples, split samples for protection purposes, blind-testing of labs and an established nanogram level for various drugs (such as 100 nanograms for THC/marijuana). The Teamster drug testing program includes only the first of these safeguards.

Harvey argued for worker pro-



Detroit TDU attorney Barbara Harvey.

tections and for no discharges on the basis of testing alone. The international union has recently shifted its stand and adopted TDU's (in complete contradiction to the existing Teamster

program). Interestingly, even business groups like the Chamber of Commerce seem to grant this position. Harvey told us, "The position we advocate is getting adopted by every responsible group that has studied drug testing."

Harvey was questioned by the Representatives about how TDU would feel about the federal government setting voluntary guidelines instead of standards. She told them that the D.O.T. has already adopted one voluntary guideline (a minimum level of 50 nanograms for positive result) which the trucking industry and the IBT program has totally ignored, so there is no reason to believe that the trucking industry would respect any other voluntary guidelines. They seemed convinced of the need for legislation.

Lancaster Meeting Sets Strategy

Solidarity was the word at a June 13 TDU meeting near Lancaster, Pennsylvania when over 50 Yellow Freight Teamsters turned out to discuss and come up with some answers to problems at their terminal.

Barstow, California TDuer and Yellow Freight worker Scott Askey flew in for the meeting to share successful strategies used by Barstow Yellow Freight Teamsters at their terminal. Also on hand were a number of Central Pennsylvania Roadway, CF and PIE TDuers.

According to Local 229 members, Lancaster Yellow Freight management is quickly becoming famous for the "terrorist tactics" they are using. Harassment is on the upswing and working conditions on the decline.

Recently, Yellow management moved to eliminate bids for the yard jobs. When an unusually high number of absentees followed, management suspended seventeen members for three weeks and fired one outright.

As a result of the meeting, twenty members signed on to a strategy committee that will set up plans for stopping Yellow's terrorist tactics once and for all.

Send Me Convention Info

- ☐ I am interested in attending the 1987 TDU Rank & File Convention. Please send me more information.
- ☐ I am interested in helping to building this year's convention. Please contact me to let me know what I can do to help.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local _____

**Protect Your
Future — Join
TDU**

Office Workers are Treated Like Second-Class Citizens

Wanda Ellerman
Office, Yellow Freight
Local 63, Los Angeles

The trucking industry was organized extensively by the Teamsters Union beginning in the 1930s and 1940s. Office workers in the industry came on board later, in the '50s and '60s. The process started slowly and unevenly, and depended on support from the various local unions.

Local 357 in Los Angeles was the first to be organized for the largest office supplement to the NMFA, covering the 11 western states. Some office workers in the South are under the NMFA, and in Michigan there is a statewide supplement. But in all other areas office workers are under white paper contracts. The situation for office workers at UPS, carhaul and other trucking companies is even more mixed up. There are no uniform expiration dates, wages, fringes or protections in changes of operations. In fact at UPS, some clericals are non-union and others, as in Cincinnati, are affiliated with other unions.

As a result of this situation, office workers in our union have been put in

a second-class position. The companies are well aware of it and are constantly attacking our contracts and jobs and conditions.

What are the main problems with the office agreements? The companies have attempted to: 1) destroy and combine job classifications, the backbone of the agreement; 2) centralize some jobs (rate clerks, cashiers, some billing) into non-union areas; 3) introduce new technology and computerization with no language for job protection and training; 4) introduce a two-tier wage system and discriminatory practices that have resulted from it. In fact, the largest office supplement (Western), which should set standards, is the only one with a permanent two-tier!

While 80% of all Teamster office workers are women, the contract negotiating committees and grievance panels are 100% male on both the union and employer sides. Can there be justice in this system? Hardly, when we don't even have the right to vote on our supplements separately.

TDUers are beginning to set up an office workers contract coalition and

organizing committee, to be convened at our October 10-11 TDU Rank and File Convention. I appeal to all Teamster office workers—freight, UPS and all others—to come to the convention. We need to join together to discuss and debate the issues; and take steps to improve, protect and unite our contracts. This is vital, if we are to have any impact on the upcoming contracts. If you cannot personally come to the convention, take up a collection and send someone. We can unite, and can make a difference. See you there.



Wanda Ellerman, Local 63, Los Angeles, and co-chair of Los Angeles TDU.

First Victory in Road Casual Pay Ripoff

For nearly two years now, TDU has been working to end the illegal "road casual rate" which freight carriers are paying in the Southern Conference and much of the Eastern Conference. On June 12, the NLRB ruled that, "The parties (to the NMFA) did not discuss either the application of any casual employees' hourly rate of pay into a mileage rate of pay in either NMFA or Eastern Conference supplemental negotiations..." They are still investigating the Southern Conference negotiations and a decision is expected soon, our attorneys were informed on June 15. This is a victory for thousands of Teamsters worth millions of dollars. Hopefully, the decision on the Southern Conference will be as favorable.

The decision came weeks after TDU attorney Arthur Fox asked the general Counsel of the NLRB to investigate why this matter was taking so long, and some ten months after it first went to the NLRB.

All drivers who have been paid "road casual rates" in the East should immediately contact their steward and/or BA to ask to be made whole for all money lost since April 1, 1985. BAs, stewards and local unions should pursue this issue vigorously and independently, as many Teamster casuals who have not gained seniority status may be understandably afraid to rock the boat for fear of losing work.

On August 22, 1986, TMI signed a letter stating that all TMI carriers would place the disputed money in an escrow account, so funds should be immediately available. They may try to pay back only to August, 1986, unless your local filed a grievance prior to that date (which many did). However, you are owed all money that has been unlawfully and in violation of the NMFA, deducted from your full rate of pay. Contact TDU for more information.

All casuals paid less than 100% of scale are owed back pay. A typical amount owed for a casual who had 100,000 pay miles over the past two years would be about \$5,000, so we are not talking about pocket change.

This is a major victory. We thank the many Teamsters who have worked with us on it. It means not only that Teamsters should now be paid money rightly owed them by Roadway, CF and other carriers, but that management must now pay more for casual labor, and may be more inclined to add these abused drivers to the seniority list.

This is also a step toward eliminating the second-class, \$12 an hour casual rate for local cartage employees from the contract in the 1988 negotiations. TDU is dedicated to achieving this larger goal as well.

Grocery Bag

Denver Teamsters Support King Soopers' Strikers.

Teamsters at Kroger's King Soopers division in Denver showed what solidarity is all about during a recent month-long strike by 5,000 UFCW clerks and meatcutters. The company demanded wage cuts and concessions in benefits, holidays, premium pay and seniority, using the threat of "non-union competition" even though the Denver market is dominated by three profitable union chains—Kroger, Safeway and Albertson's.

With unemployment high in Colorado, the strikers faced a difficult battle. Teamsters in Locals 435, 452 and 537 honored the picket lines, and their support was essential in keeping the strike alive. The strikers also got good public support, reportedly up to 50% of King Soopers' customers didn't shop there while scabs minded the store. As a result of this support, the strikers won a contract which, while not perfect, defeated the company's concession demands on key issues such as vendor stocking. The company also failed in their attempt to slash wages and benefits by \$2.75/hour.

This was the first strike in Colorado in recent years where the company didn't succeed in busting the union. Denver Teamsters deserve a lot of credit for putting their jobs on the line to support the UFCW. Local 435's contract with King Soopers comes up this fall, and the local has stated that they will expect a "fair and reasonable share" of the profits which they have earned for the company.

Meetings Set Over Kroger Pension Lawsuit.

In our last issue we reported that Kroger Teamsters under the Central States Pension Fund are preparing to take legal action, in light of the fund's refusal to give credit towards top benefits for years worked prior to 1971. St. Louis Kroger workers will meet on June 27 with attorney Ann Thompson, who is handling the case. Meetings will be held in other cities where interest is sufficient. For more information on this issue, and for a copy of the questionnaire which Attorney Thompson is asking interested Teamsters to fill out, contact the TDU office.

Green Bay Super Valu Members Stop Concessions.

Rank and file unity in Green Bay has defeated concession demands by Super Valu. By a 127-12 vote, drivers and warehousemen in Local 75 have approved a 4-year contract which provides a \$300 bonus immediately, a COLA adjustment in October, and either a COLA adjustment or 50c raise (whichever is greater) in each of the next three years. The contract contained no concessions; company demands for a mileage rate for drivers, and a loss of holidays and personal days, were all defeated. Local 75 also stopped an attempt by Super Valu to freeze full-time wages for 5 years, at \$14.31/hour for drivers and \$14.01/hour for warehousemen.

The UPS Rank & File Daily Log Book

The new revised edition of the UPS Rank & File Log Book will help you keep track of all the details that affect your job at UPS, from DR stops, to road conditions, CODs, and total number of stops. The package car log book contains 30 categories, has room for your own notes, will help you protect your job and be better prepared at grievance hearings. Each book lasts 3 months.

Price: \$2.50 each or \$2.00 for 5 or more.

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TDU Wives: What's In It For You?

TDU has always been an organization for both men and women Teamsters. In fact, many of our leaders are women Teamsters. TDU also includes spouses, mostly the wives of male Teamsters. This year we've made a special effort to involve and hear from wives. In this issue we want to answer a few of the most commonly asked questions from wives about TDU.

TDU seems to be a man's organization. As a wife, where do I fit in?

It seems at first that TDU is a man's organization, because so many members are men. But increasing numbers of women are getting involved—both women Teamsters and wives of Teamsters. When you join you receive the same privileges and rights as your husband. You receive a membership card and, at the annual convention, your votes and views are just as

important as anyone else's.

The women in TDU chapters can be responsible for a huge percentage of what happens in the chapter. Without them a lot of chapters would not have successful fundraisers or newsletters. In fact, with women's support, Millie Grant from Atlanta was elected to the International Steering Committee. You see, we count a lot!

My husband just joined TDU. What can TDU possibly provide that the union can't?

Honest information for one. TDU always provides members who call with any information we can, and if we don't know an answer, we find it.

Other things TDU provides for members are news bulletins. At contract time, a company dependent on your not being informed. You are afraid your husband may go on strike

and don't understand all the details. By keeping you in the dark the company affects your whole family. TDU helps you by keeping you and your family informed.

I feel isolated and don't know many other TDU wives. Where do I turn?

First, you may not know there is a chapter in your area. The Detroit office may be able to put you in touch with folks right in your town. If you are in an area that doesn't have a chapter, there is the TDU Wives Network, which is nationwide. We are working to expand across the country and keep in contact with each other. We want women everywhere to know there are others who care. If you think TDU is important, or just want to know more about us and what we do, you owe it to yourself to join us and find out what you can do.

Eastern Massachusetts/Rhode Island Chapter Sends Drug Testing Resolution to Presser

Tom Toegemann

Eastern Mass./Rhode Island TDU Local 251, Providence, Rhode Island

On Saturday, May 9, the third general meeting of the Eastern Mass./Rhode Island Chapter of TDU took place in Bridgewater, Massachusetts.

Drug Testing: Know Your Rights was the theme of this meeting. Featured were Amy Tabor, professor from the University of Rhode Island and Rhode Island labor and civil rights attorney; David Eagilman, professor from Brown University Medical School; and Barbara Harvey, Michigan TDU attorney and nationally respected expert on drug testing. A participative audience provided the meeting with hands-on experience in dealing with the dangers of drug testing.

Ms. Tabor talked about the intrusive behavior drug testing promotes and how it breaks down solidarity among union workers as well as those hoping to become organized.

Dr. Eagilman's talk centered on the contradictory ability of employers to order drug testing themselves without a doctor's prescription. Again, drug testing was seen as a power given management beyond the limits set by the government and the medical profession.

Keying in on Teamster drug testing, Barbara Harvey gave technical advice on how to protect oneself against false positive test results. Harvey's experience

TDUer is Cited For Service

Nick Kourambis, a founding member of TDU, was the recipient of the community service award of the Bergen County Central Trades and Labor Council in New Jersey. Nick is a former member of Teamsters Local 560. He became permanently disabled from an on-the-job injury.

As well as being active in the New Jersey TDU chapter, Nick also serves as the Assistant Director of the Bergen Labor Council COPE committee. Our congratulations and thanks to Brother Kourambis.

ience shows that the best defense against false positives are proper procedure with a steward present and a second sample taken.

Dave Robbins, Recording Secretary for the chapter, offered a resolution which was unanimously passed by the body and will be sent to Presser. It reads: "Be it resolved that considering Jackie Presser has now gone on record that members tested positive under the language of the freight contract, deserve an opportunity to rehabilitate themselves before discharge and that

we Teamsters members have always maintained this, as have the overwhelming majority of experts in the field, we believe a program should be instituted allowing the Teamsters terminated under drug testing to have the opportunity to rehabilitate themselves and regain their jobs and seniority. We also maintain that the current program, as attested to by drug testing and medical experts, is unreliable and leaves too much margin for error and must be changed to protect the innocent."

Get Informed — Order Educational Booklets from TDU

TEAMSTER RANK AND FILE LEGAL RIGHTS HANDBOOK: This comprehensive 312 page book was written by experienced labor attorney Ellis Boal and covers your rights in the union and at work, detailing the laws in easy to read language. Price: \$7 each, \$5 for five or more.



GETTING THE MOST FROM YOUR GRIEVANCE PROCEDURE is written for rank and file Teamsters who are looking for the best strategies to use in preparing, presenting and organizing around grievances. Price: \$1 each.

STEWARDS MANUAL is a comprehensive 30 page guide for stewards that was compiled from dozens of union steward's manuals and labor education courses. Special emphasis on building unity on the shop floor and in the union. Price: \$4 each or \$3 each for five or more.



Item	Price	# of Copies	Total
Teamster Rank and File Legal Rights Handbook	\$7 ea.; \$5 ea. for 5 or more	_____	_____
Getting the Most from Your Grievance Procedure	\$1 each	_____	_____
Steward's Manual	\$4 ea.; \$3 ea. for 5 or more	_____	_____
TOTAL			_____

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Return to: TDU, Box 10128, Detroit, MI 48210

TDU Meets

Cincinnati
Kroger Pension Lawsuit Meeting
Sunday, June 28
10 am
Imperial House Motel North
1717 Glenridge Milford Road
Cincinnati, OH

Florida Educational Conference
Saturday, June 27
10 am to 4 pm
Holiday Inn State Fair
I-4 and 50th Street
Tampa, FL

New England UPS Contract Meeting
Saturday, June 27
1 pm
Ridgefield Inn
(Exit 5 off Mass. Pike)
Chicopee, MA

New York City Metro Area Barbecue
Saturday, July 25
Time and place TBA
For information, call (718)834-0631

Southern California
For meeting information, contact:
Southern Cal. TDU
P.O. Box 1868
Lynwood, CA 90262

Springfield, MA Freight Meeting
Saturday, June 27
10 am
Ridgefield Inn
(Exit 5 off Mass. Pike)
Chicopee, MA

St. Louis
Kroger Pension Lawsuit Meeting
Saturday, June 27
1 pm to 3 pm
Ben Franklin Motel
4645 North Lindbergh
Bridgeton, MO

TDU's Proposal To The Justice Department

Instead of Trusteeship, Give Teamsters The Right To Vote

Since the beginning of 1987, a team of TDU attorneys has been investigating the legal repercussions of a possible government takeover of our union. Their findings and suggestions were extensively discussed by the TDU Steering Committee and then sent in a nine-page memorandum to the Justice Department on April 10. If the Justice Department does proceed we are prepared to intervene in their lawsuit to propose our plan, which is aimed at the right to vote.

Our stand is that if the Justice Department is going to sue Presser and the General Executive Board using the Racketeer Influenced and Corrupt Organizations (RICO) Act, let it be to give the members a chance to clean up our union. The RICO Act provides that if an organization, business or union is found, beyond a reasonable doubt in a court of law, to be racketeer-influenced or controlled, that the court can order a "reorganization." The word "trusteeship" is not mentioned, though the media has led everyone to believe that it is the only option offered by RICO.

The Justice Department may be able to prove its case. Former IBT President Roy Williams has testified under oath that he was controlled by organized crime, that he received payoffs every month for following the lead of William Presser as a trustee of the pension fund and that employers brought suitcases of money to negotiations. He has also stated that Presser is more controlled by organized crime than he was. Presser was selected our union president in April 1983 in Scottsdale, Arizona by the 17 men of the General Executive Board. It was a divided vote. One of his votes was Salvatore "Sammy Pro" Provenzano, now in prison for racketeering. Another of his votes was Maurice Schurr, recently out of prison on a work-release program, after taking payoffs from grocery industry employers. It doesn't look good for the home team.

TDU is prepared to intervene in court if the government makes its move to argue that any "reorganization" of our union mandated by RICO not be a trusteeship, but a change in the union constitution to provide for the right to vote. This could be an excellent opportunity to win the right to vote for our top officers.

1. Join TDU Today

The future of our union is being debated in the halls of the Justice Department, on the front pages of newspapers across the nation and in the offices of the Marble Palace. Is your voice being heard?

The action being considered by the Justice Department, trusteeship, would not work. Giving Teamsters the right to vote for their top officers, would. Do you want a powerful and effective voice to intervene in court, in Washington and in the media on the side of the right to vote?

That voice is the TDU Movement. The battle for the right to vote can be won with the opportunity we have now—but only if we get the support of Teamsters who care. Don't be a bystander in the future of our union. Join TDU and help us make it happen.

Membership Application

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

City _____ Road _____ Dock _____ Clerical _____ Warehouse _____ Construction _____ Production _____

Other _____

\$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.
\$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)
\$15 for spouses, retirees, & Teamsters who gross less than \$12,000 a year.

Check or money order _____ Cash _____
Mastercard/Visa: # _____ Exp. date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

2. Write the Justice Department

Mr. Stephen Trott
Associate Attorney General
Main Justice, Room 4119
10th and Constitution Avenue, NW
Washington, D.C. 20530

Dear Sir:

I am a Teamster Union member. I am not a union official, but a working member who pays dues and knows the value of an independent, democratic union.

I am aware that the Justice Department is planning a lawsuit under the RICO Act that would remove top Teamster officers and replace them with trustees. I want to urge that instead of trusteeship, steps be taken to give Teamsters the right to vote for their international union officers. If given the chance, I believe that working Teamsters can clean up their own union. As it stands now, we do not have this right. Through the lawsuit you could make it possible.

Sincerely;

Above is a sample letter to send to the Justice Department. You may also want to send letters to congressional representatives. Following are addresses of some key representatives. Honorable Edward M. Kennedy, Chairman, Labor and Human Resources Committee, U.S. Senate, Washington, D.C. 20510; Senator Sam Nunn, Permanent Subcommittee on Investigations, U.S. Senate, Washington, D.C. 20510. To write your representatives, use the following addresses: The Honorable (full name), United States Senate, Washington, DC 20510; The Honorable (full name), U.S. House of Representatives, Washington, DC 20510.

TDU's Plan For Meaningful Elections:

Our plan of action, as outlined in the memorandum to the Department of Justice, includes details that would ensure a meaningful voting procedure for top Teamster officials:

- Every three years there shall be a secret ballot election of all Teamsters, one member-one vote, for all international officers.
- The first three such elections shall be monitored and supervised in all respects by the federal courts or other agency.
- The election for General President and General Secretary Treasurer shall be conducted "at large" throughout North America. The 16 vice-presidential elections could be separated to represent a compact and approximately equal in number grouping of Teamsters (about 100,000). Examples would be Canada, Ohio and Southern California. Only Canadian Teamsters would vote on that region's VP. Only Ohio Teamsters would vote on their VP and so on. This system would allow independent candidates a reasonable chance to win as they would not have to campaign all over North America and spend unrealistic amounts of money to get elected.

- Special editions of the Teamster magazine would be produced prior to elections with equal space for all candidates, so their views would be available to all members without impossible expense.

These rules have not been dreamed up out of thin air. They are drawn from those used in the United Mine Workers. They have been tested legally and in actual practice in that union.

It Worked In the United Mineworkers

The mineworker experience is enlightening. That union was run by a dictator, Tony Boyle. He rigged votes and even ordered the murder of Jock Yablonski, who dared to say he would run against him. For good measure, he murdered Yablonski's wife and daughter. The mineworkers organized a movement similar to TDU, Miners for Democracy (MFD). In 1972, they got the U.S. Department of Labor to supervise a one member-one vote election. Boyle was swept from office, and later convicted of the murders. The miners went on to rewrite their union constitution, and have peacefully and fairly voted in contested elections for top officers ever since. In the most recent election, the incumbent International President was voted out.

We feel Teamsters can do as well, if given the chance. And as Teamsters, we are fortunate to have a national, respected organization in place to fight for democracy and take advantage of the chance now before us. We will be there, in Washington, in court, in public and in the shops and terminals. Now is the time for all Teamsters to throw their voice and support behind TDU. We have the chance to win, but it will only happen with your support.